MIDYEAR REPORT 2022-23

TULSA CHANGEMAKERS

LEADERSHIP TULSA

"I learned how to use my voice and it helped me build my confidence in myself."

MISSION AND VISION

Tulsa Changemakers builds capacity in youth, adults, and systems to support youth in driving positive impact in Tulsa right now and into the future.

Collegiate Hall Changemakers present their impact project, initiating a Student Council, at Fall Pitch Nights. (December 15, 2022)

Our vision is a future where Tulsa is a model city for youth-driven impact. Youth are core catalysts for impact in their communities, and communities are actively engaged in identifying, developing, and empowering youth as leaders. Tulsa is consistently cultivating highly effective community leaders eager to empower successive generations.

"[Tulsa Changemakers] is a good way to work together, learn, and lead. It is an amazing way to learn teamwork."

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LISTEN, LISTEN, ACT

FALL 2022 SCHOOLS:

Boevers Elementary, Burroughs Elementary, Celia Clinton Elementary, College Bound Academy, Cooper Elementary, Council Oak Elementary, Dolores Huerta Elementary, Ellen Ochoa Elementary, Emerson Elementary, Felicitas Mendez International School, Grissom Elementary, Grove Elementary, Henry Zarrow International School, Hoover Elementary, Kendall-Whittier Elementary, Jenks East Elementary, Lindbergh Elementary, Mayo Demonstration Academy, Moore Elementary, Patrick Henry Elementary, Robertson Elementary, Springdale Elementary, Wayman Tisdale Fine Arts Academy, Collegiate Hall Charter, East Central Middle School, Tulsa Honor Academy Middle School, Tulsa Honor Academy Middle School - Flores, Tulsa School of Arts and Sciences, Will Rogers College Junior High, KIPP High School, McLain High School, Phoenix Rising Alternative School, Tulsa Honor Academy High School, Tulsa Virtual Academy, Union Alt Ed, Will Rogers College Senior High

246
Total Changemakers

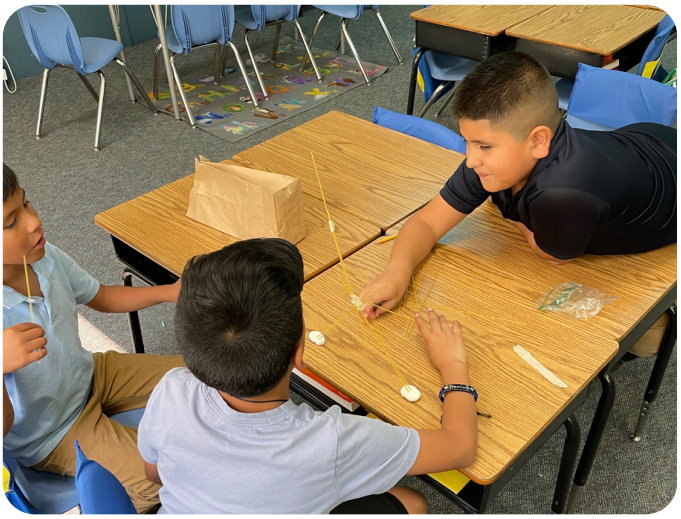
36
Schools in Tulsa Public and Union Public Schools

TULSA PUBLIC SCHOOLS

Dolores Huerta Changemakers at Fall Pitch Nights (December 13, 2022)

Elementary, middle, and high school Changemakers met twice a week engaging in a 25-session afterschool youth leadership development and action program that supported them in making meaningful change in their schools and communities.

Changemakers leveraged their unique perspectives and conducted listening campaigns to identify community strengths and challenges, committed to well-researched solutions, and worked collaboratively to drive real and measurable change.



Springdale Changemakers completing the Marshmallow Challenge in Session 1 (Fall 2022)

Changemakers initiated community impact projects on student success, access to resources, student opportunities, air quality and air pollution, youth and adult houselessness, active communities, bullying, inequality, animal abandonment and abuse, mental health, school culture and atmosphere, ocean pollution, food insecurity, playground upgrades, racism, afterschool activities, community safety, student voice, diversity and representation, respect, empathy, and kindness.

Mayo Demonstration Academy Changemakers meet with Super Connectors from the Food Bank, Meals on Wheels, and the Tulsa Day Center about their topic of food insecurity (Fall 2022)

In the process, youth formed meaningful relationships with influential people and organizations, built skills in leadership and design thinking, and generated momentum for success in school and beyond. Changemakers also developed a high level of civic responsibility, personal agency, and connection to Tulsa.

ELEMENTARY SPOTLIGHT
MOORE ELEMENTARY

TOPIC: Animal Abuse
PROJECT: Fundraiser & Supply Drive for Puppy Haven Rescue

CHOOSING THEIR TOPIC

- Listened to themselves to identify what they were passionate about and decided on animals
- Conducted one-on-one interviews with the community and students

CHOOSING THEIR PROJECT

- Conducted survey of 88 5th graders
- 36% had seen animal abuse before and 94% believe that animal abuse is a problem
- Learned about the nonprofit Puppy Haven Rescue
- Voting and consensus building process to decide on a grade-level challenge and fundraiser for Puppy Haven Rescue

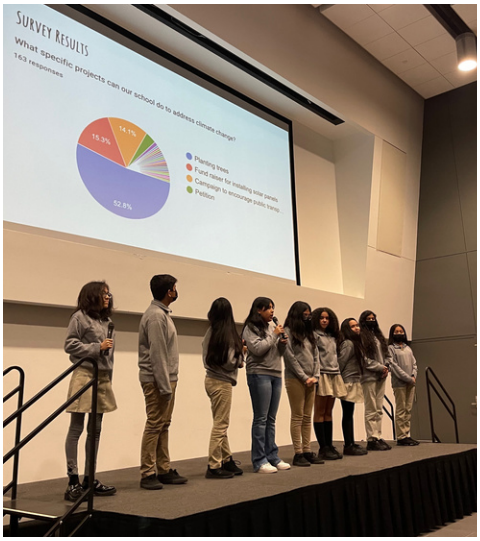
RESULTS

- Project started Nov. 28th and ran through Dec. 29th
- Students at Moore could bring a picture of their pet or animal from home along with a $1 donation. The pictures were then put on the walls of the hallway to show the Animals of Moore
- Raised over $150 from the Animals of Moore pictures
- Collected a room full of supplies that they donated to Puppy Haven Rescue that included food blankets, pillows, toys, collars, and leashes
- 4th grade won a pizza party because they collected the most supplies

"[What impacted me] the most is the fact that there are so many problems in our school/community and that we are able to change/help those problems."
- Moore Changemaker

MIDDLE SCHOOL SPOTLIGHT
TULSA HONOR ACADEMY

TOPIC: Environmental Change
PROJECTS: Meatless Mondays, Tree Planting, School-Wide Trash Pick-Up



CHOOSING THEIR TOPIC

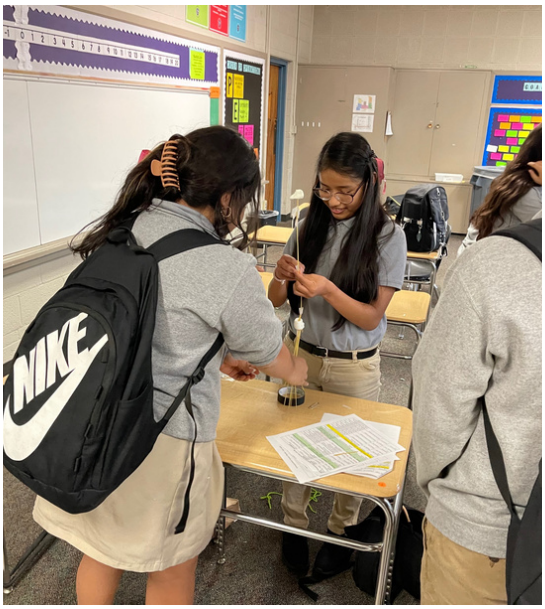
- Listened to themselves and their community
- Determined that environmental change was most important because it affects all of us

CHOOSING THEIR PROJECTS

- Interviewed school leadership to discuss potential projects
- Conducted a schoolwide survey that received 163 responses. For projects:
  - 46% suggested a track pick-up
  - 25.2% suggested plastic waste removal
  - 19.6% suggested a recycling campaign
- Voting and consensus building process to decide on ways THA students could contribute to positive environmental practices while at school

RESULTS

- Partnered with school's food vendor to ensure meatless options twice a week at lunch
- Facilitated a lesson to their school community on the importance of meatless days
- Connected with Up With Trees to set up tree planting on their campus in spring 2023
- Institute track pick-up Fridays for two classes per week



"[What impacted me the most is] getting to meet new people and work on great projects."
- THA MS Changemaker

HIGH SCHOOL SPOTLIGHT
PHOENIX RISING ALTERNATIVE SCHOOL

TOPIC: Community Projects
PROJECT: Homeless Care Packages

CHOOSING THEIR TOPIC

- Listened to themselves and their peers
- Realized that the school community does not engage in enough community projects
- Decided to narrow their topic to working with the homeless population

CHOOSING THEIR PROJECT

- Conducted a survey of their school community
- Interviewed Super Connectors from the Terrence Crutcher Foundation, Housing Solutions, and Isaiah 58, two of whom were experiencing homelessness
- Analyzed the root causes of homelessness
- Chose to make and deliver care packages to the homeless

NEXT STEPS

- Presenting project to the Phoenix Rising Alternative School Foundation Board to see if they can fund the project
- Buy the items for the care packages, create them, and then go out into the community to deliver them

"[The most important thing I learned in Changemakers is] that when you help others it makes you feel better about your self."
- Phoenix Rising Changemaker

NEW! CHANGEMAKERS FOR LITTLES
SPOTLIGHT: SPRINGDALE ELEMENTARY

Changemakers for Littles is a curriculum we developed in partnership with former Changemakers Coach and current Coach Mentor, Megan Wing. When Megan was a Coach, she was a kindergarten teacher and our first Coach to expand Changemakers to 4th grade. The Littles curriculum is an adapted curriculum that makes our program more accessible for students in kindergarten through 2nd grade. Some Coaches are beginning to use elements of this curriculum, including Coach Catie Sain from Springdale Elementary, who worked with 5 2nd graders in fall 2022.

TOPIC: Lack of Afterschool Activities
PROJECT: Movie Monday

CHOOSING THEIR TOPIC

- Conducted 14 one-on-one interviews
- Determined that Springdale needed more fun afterschool activities

CHOOSING THEIR PROJECT

- Brainstormed activities they could start, surveying 111 students to hear their thoughts
- Determined that Springdale students of all ages would enjoy coming together to build community while watching a movie

RESULTS

- Launched Movie Mondays, a recurring afterschool program of watching movies on Monday afternoons
- 200 Springdale students and staff came to the first one

NEXT STEPS

- Make it a solidified club

"[The most important thing I learned is] you don't have to be perfect you just have to be you and don't be scared to make mistakes they just prove you're trying."
- Springdale Changemaker

LISTEN, LISTEN, ACT METRICS

> **"Being able to stand on the stage and speak in front of others. This impacted me most, and I'm thankful for the chance."**

Our three primary objectives and modes of measurement are:

1. Develop the leadership, social emotional, and professional skills of promising youth leaders.
We measure this through surveys (youth, parent/guardian, teacher, and ad-administrator), the Weikart Center's Social Emotional Learning Youth Program Quality Assessment tool, Coach observations and conversations, demographic data from Impact Tulsa, and Changemaker attendance. The youth survey measures for youth experience and social emotional learning, leadership identity and confidence, leadership mindsets, skills, and social capital and talent retention. It also includes The Children's Hope Scale.

2. Empower promising youth leaders to drive real and measurable impact in their schools and communities.
We measure this through Levels of Impact, Contagious Leadership, and Breadth of Impact.

3. Develop the competency of adult educators in facilitating our Listen, Listen, Act process such that they gain the transferable skills of elevating student voice and leadership, and social emotional, project-based, and experiential pedagogy.
We measure this through Coach observations and conversations, Coach surveys, the results of objectives 1 and 2, and an administrator survey.

LISTEN, LISTEN, ACT METRICS

LEVELS OF IMPACT

Level 1: Conduct a Listening Campaign – 1) At least 3 one-on-one interviews per student, and 2) Conduct community-wide survey that gathers at least 30 responses.

- Intended Outcome: 100% cohorts achieve Level 1 by end of semester.
- Actual Outcome: 42% cohorts achieved Level 1 by the end of the semester.

Level 2: Complete an Engaged Action – 1) Plan for community impact project, 2) Execute one action, and 3) Measure effectiveness of that action using your own metrics.

- Intended Outcome: 100% cohorts achieve Level 2 by end of semester.
- Actual Outcome: 78% cohorts achieved Level 2 by the end of the semester.

SURVEY RESPONSES

Youth Experience & Social Emotional Learning

- 98% Changemakers report they like coming to Tulsa Changemakers.
- 99% report they have fun at Tulsa Changemakers.
- 94% learn new things at Tulsa Changemakers.
- 91% feel challenged in a good way at Tulsa Changemakers.
- 88% report Tulsa Changemakers helped them feel good about themselves.
- 88% Tulsa Changemakers helped them make new connections with youth and adults.
- 90% would recommend Tulsa Changemakers to a friend.
- 100% parents/guardians agree their Changemaker had fun at Tulsa Changemakers this year.
- 100% parents/guardians would recommend Tulsa Changemakers to a friend.

Leadership Mindsets

- 98% believe it's important to listen before taking action.
- 97% believe that when working to improve your community, it's important to set goals and metrics, and evaluate if you were successful afterwards.

LISTEN, LISTEN, ACT METRICS

SURVEY RESPONSES

Leadership Identity & Confidence

- 84% Changemakers report Tulsa Changemakers helped them see themselves as a leader in their school and/or community.
- 92% report Tulsa Changemakers helped them feel more confident in their ability to lead and influence change in their school and/or community.
- 92% Tulsa Changemakers helped them recognize that their voice matters.
- 92% are more committed to impacting their community than they were before.
- 97% are proud of the work they did with Tulsa Changemakers.
- 91% parents/guardians agree Tulsa Changemakers helped their Changemaker be more of a leader in their school and/or community.

Skills

- 94% Changemakers report Tulsa Changemakers has helped them to improve their leadership skills.
- 97% Tulsa Changemakers helped them to improve their teamwork skills.
- 91% parents/guardians agree that Tulsa Changemakers had a positive impact on their student's school performance.
- 91% parents/guardians agree that Tulsa Changemakers had a positive impact on their student's social skills.

Social Capital & Talent Retention

- 84% Changemakers report Tulsa Changemakers helped them feel more connected to the current leaders of Tulsa.
- 81% report Tulsa Changemakers helped them feel more connected to students from other schools and parts of the city.

Zarrow International School Changemakers at Fall Pitch Nights (December 14, 2022)

LISTEN, LISTEN, ACT METRICS
QUOTES FROM YOUTH SURVEYS

"It was the best experience so far I had in high school."

Changemakers from Disney Elementary and TSAS share information at Networking Events (Fall 2022)

Wayman Tisdale Elementary Changemakers take a picture at Fall Pitch Nights (December 12, 2022)

"It was so fun. Meeting new people was scary and I couldn't do it a lot, but it's fine. I feel like Changemakers made me a little more social with other people."

"I loved it, my group made me have motivation to be at school."

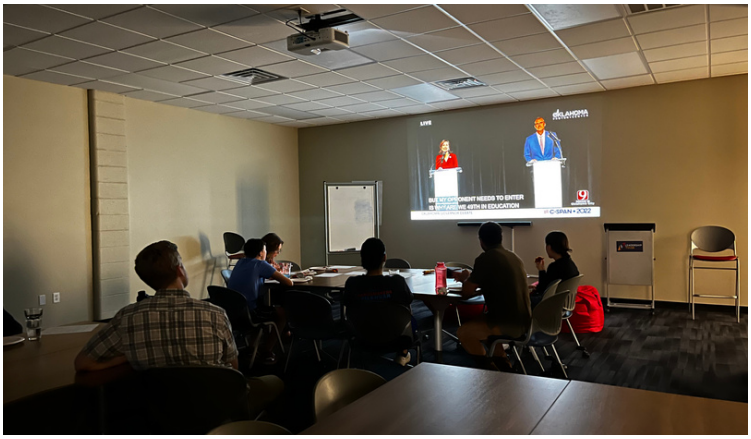
LISTEN, LISTEN, ACT METRICS

QUOTES FROM PARENT/GUARDIAN SURVEYS

"Great initiative to let the young minds put to work. Letting them share their point of view and ideas gives them autonomy and confidence."

Grissom Changemakers practice presenting their impact project at Fall Networking Events

"My Changemaker gained more self-confidence, became more sociable and confident in engaging in conversations with others."



Changemakers and Alumni gather to watch the Oklahoma Governor Debate (November 1, 2022)

"My Changemaker learned that when people gather as a group, they can make changes that positively impact the community."

LISTEN, LISTEN, ACT METRICS
QUOTES FROM TEACHER SURVEYS

"He has a better idea of what responsibility and passion mean, and how to support and be a leader among students."

- Middle School Teacher

Changemakers Coaches gather at the first Sunday PLC of the semester (Fall 2022)

"These students feel a sense of pride and a greater belonging to their school and their community."

- Elementary School Teacher

Changemakers at first Networking Event of the semester (Fall 2022)

"[She] loves to present in front of others. We did a presentation at the beginning of the year where she was a little more reserved. I have watched her gain confidence in speaking in front of a group."

- Elementary School Teacher

LISTEN, LISTEN, ACT METRICS

CHILDREN'S HOPE SCALE

The Children's Hope Scale, published in 1997 by Rick Snyder, can be used to help measure hope in children. Research has linked hope with overall physical, psychological, and social well-being. Children who can identify a means to carry out goals (pathways) and the ability to initiate and sustain action towards goals (agency) are considered more hopeful.

Key 1 – Scores:

- All of the time = 6
- Most of the time = 5
- A lot of the time = 4
- Some of the time = 3
- A little of the time = 2
- None of the time = 1

Key 2 – Assessing Total Scores:

- 6-12 = Very low hope
- 13-18 = Slightly hopeful
- 19-24 = Moderately hopeful
- 25-30 = Highly hopeful
- 30-36 = Very high hope

All Fall 2022 Changemakers took a retrospective survey that asked them to answer how they felt before and after participating in Listen, Listen, Act. The below scores are the average for all Changemakers who took the survey.

	Description	Average Score for BEFORE Changemakers	Average Score for AFTER Changemakers	Change
1	I think I am doing pretty well.	3.7	4.9	+1.2
2	I can think of many ways to get the things in life that are most important to me.	3.8	4.7	+0.9
3	When I have a problem, I can come up with lots of ways to solve it.	3.7	4.7	+1
4	I am doing just as well as other kids my age.	3.9	4.7	+0.8
5	I think the things I have done in the past will help me in the future.	4	4.7	+0.7
6	Even when others want to quit, I know that I can find ways to solve the problem.	3.7	4.6	+0.9
		Total = 22.8	Total = 28.3	Total = +5.5

On average, Changemakers who took the survey report being "moderately hopeful" before the program and "highly hopeful" after the program.

POWER OF YOUTH

Power of Youth is a program for students in 6th-12th grade who want to make a positive change in our community. Youth learn critical skills in community advocacy and impact, and then apply those skills for a cause of their choice. Our fall cohort was made up of several students of varying ages and schools in Tulsa.

"I learned how to communicate with others to express my ideas to create positive change."

Fall 2022 Power of Youth

- 27 students across 16 schools in the Tulsa metro area.
- Of the students who completed our end of program survey:
  - 100% said they learned skills during the POY program that can help them make positive change in the future.
  - 100% said after completing the POY program they are more committed to making positive community or civic change in the future.

"I met a lot of people my age that I really like. One of my biggest struggles is putting myself out there to meet new people. Here I was pushed to share my ideas and opinions with people that I didn't know."

MONROE PHILANTHROPISTS

In partnership with the Ed Darby Foundation, we launched our second cohort of Monroe Philanthropists, a youth-led philanthropy program at Monroe Middle School where a team of 10 8th grade students are designing and executing a philanthropic process with $10,000.

The Monroe Philanthropists convened over two launch workshops and six work sessions between October 2022 – January 2023. Through the process they identified six areas of focus for their philanthropy: basic needs, bullying/fighting, relationships between teachers and students, school policies, respect for school and personal property, and supporting student learning.

- For some focus areas they will make direct monetary contributions, for some they will focus on advocacy, and others will be a combination.
- After winter break, students launched a grant proposal system to collect more input from the broader Monroe community. They will be collecting submissions through January and early February.
- Money will be allocated and final projects complete by mid-April.

TRAINING AND CONSULTING

Our training and consulting supports people and organizations in building the skills and structures for activating youth power.

Youth Power

Our Youth Power Training and Consulting is an outgrowth of Teens on Board, a project of the 10th Cohort of Youth Philanthropy Initiative Tulsa, which sought to increase the number of young people engaging with Tulsa nonprofit boards. It's developed into our Youth Power Training and Consulting, which supports nonprofits in evaluating and bolstering their systems for youth voice and participatory action. This typically looks like supporting with the launch of Youth Action Teams (i.e., Youth Advisory Boards). This Training and Consulting is supported by a partnership with The Opportunity Project.

Youth Voice Fellowship

This year's pilot of our Youth Voice Fellowship is an extension of our Youth Power Training and Consulting. With support from the Opportunity Project, we have recruited and trained three local college students and placed them at three local nonprofits with the goal of bridging gaps in capacity and accelerating organization-wide youth voice initiatives. Currently, fellows are supporting with the launch of Youth Advisory Councils at Hunger Free Oklahoma, Urban Coders Guild, and the Anti-Bullying Coalition, a program of the Parent Child Center.

Intergenerational Community Organizing

We also help catalyze and support place-based organizations in either including youth in their already existing community organizing efforts or launching intergenerational community organizing. This typically means helping direct resources to these efforts and supporting these organizations in designing curriculum that is inclusive of youth. It also includes training adult facilitators in promising practices in authentic youth-adult partnership.

LISTEN, LISTEN, ACT

Our Listen, Listen, Act Training supports educators and youth programming professionals outside our focus area of Title I schools in Tulsa Public and Union Public Schools in adapting our Listen, Listen, Act curriculum to their unique contexts.

We are currently developing a self-paced virtual version of our Listen, Listen, Act Training. We are excited about this virtual training as a low-lift way to better support our current Coaches, expand the reach of our curriculum, and generate earned revenue.

LOOKING FORWARD

In order to build a future where Tulsa is a model city for youth-driven impact, it's imperative that we think critically about establishing structures for youth voice, choice, leadership, and power in the key areas of our city that serve young people. We're excited to pilot two new structures this spring 2023!

Pilot of School Board Youth Advisory Council

This spring 2023, in partnership with Tulsa Public Schools and the TPS Board of Education, we are piloting the TPS School Board Advisory Council for 10th and 11th-grade students. Students will work alongside a TPS School Board Member from their district and other youth from across Tulsa to listen, research, and act on programs directly impacting youth.

Pilot of City of Tulsa Youth Council

This spring 2023, in partnership with the Mayor's Office and Tulsa City Council, we are piloting the City of Tulsa Youth Advisory Council for Tulsa-area high school students. Youth will learn about the essential functions of the city and work alongside City staff and City Councilors to dive deep into the landscape of each City Council district. They will also complete a capstone project in which they will identify their district's most pertinent needs through listening campaigns and present them to key stakeholders. Intended outcomes for youth include creating a greater awareness of the power of civic participation and building investment in a thriving Tulsa for all.

VOLUNTEER EVENTS

Our volunteer events are opportunities to partner with Changemakers, Coaches, and community members to positively impact our community, build relationships with local organizations, and stay connected with our growing Changemakers network.

Our Changemaker community completed over 84 volunteer hours in the Fall 2022 Semester. Thank you!

August 2022 - Tulsa Changemakers Fall 2022 Materials

- 9 volunteers made and organized 200+ Marshmallow Challenge bags and 200+ binders with dividers.

October 2022 - Jewish Federation of Tulsa Garden

- 5 volunteers helped pull weeds out of garden beds at the Jewish Federation of Tulsa to prepare for the next season.

December 2022 - Fall 2022 Pitch Nights

- 13 volunteers helped serve food, greet attendees, take pictures, and set-up our Fall 2022 Pitch Nights

Keep updated with our newsletters and social media to become involved with an event!

QR Code above will lead to Linktree, which includes Newsletter Signups and Social Media accounts to follow. Here's a link, as well:

https://linktr.ee/tulsachangemakers

TEAM & ADVISORY COMMITTEE

Changemakers Team:
Co-Founders, Program Directors: Andrew Spector, Jake Lerner
Program Manager: Hannah Jarman
Program Manager & 2022-23 Tulsa Service Year Fellow: Abbey Doyle
Program Coordinators, Power of Youth: Alvin Okonkwo, Kierra Donald
Coach Mentors: Meredith Cooper, Tim Crisp, Maggie Dombrowski, Derek Frey, Lexi Goodnough, Keith Hall, Allison Harvey, Suzanne Harris, Kasey Hughart, Ben Imlay, Lydia Jeong, Grace Randolph, Grady Rosser, Megan Wing
2022-23 Intern: Mariana Aguirre
Coaches:
Andrea Sanders, Disney Elementary
Catie Sain, Springdale Elementary
Cecilia Kimball, Nathan Hale High School
Collin Alexander, Dolores Huerta Elementary
Dakota Simmons, Robertson Elementary
Daniel Marsh, College Bound Academy
Diamond Demery Mack, Mayo Demonstration Academy
Emily Collins, Jenks East Elementary
Fonda Priddy, Felicitas Mendez International
Grace Randolph, Grove Elementary
Grady Rosser, Moore Elementary
Imaree McInnis, Burroughs Elementary
Jess Butay, Collegiate Hall Charter School
Kaylisa Orman, Boevers Elementary
Lexi Goodnough, Cooper Elementary
Maggie Dombrowski, Ellen Ochoa Elementary
Michael Hendricks, Wayman Tisdale Fine Arts Academy
Nuria Primo Perez, Henry Zarrow International
Rachel Humphrey, Council Oak Elementary
Rayma Field, Hamilton Elementary
Richard Mactough, Kendall-Whittier Elementary
Tabitha Dametz, Hoover Elementary
Tielsa Amundson, Emerson Elementary
Toni Hill, Patrick Henry Elementary
Victoria Ellington, Lindbergh Elementary
Victoria Gaber, Grissom Elementary
Hannah Mueller, Tulsa Honor Academy Middle - Flores
Kirk Linam, Tulsa Honor Academy Middle
Madison Bailey, Will Rogers Junior High
Riley Hazel, East Central Middle School
Emily Roiger, KIPP High School
Courtney McCartney, Union Alternative School
Cynthia O'Donnell, Union Freshman Academy
Jessica Krogmann, Phoenix Rising Alternative School
Lilian Dinkins, Will Rogers Senior High
Mikalah Hall, McLain High School
Shannon Barry, Tulsa School of Arts and Sciences
Sydney Boudreaux, Phoenix Rising Alternative School
Zecharia Shrum, Tulsa Virtual Academy

Changemakers Advisory Committee:

Abigail, ***Youth Changemaker***
Alex, ***Youth Changemaker***
Danna, ***Youth Changemaker***
Denise Reid, ***DR Consulting***
Derly, ***Youth Changemaker***
Donald, ***Youth Changemaker***
Ember, ***Youth Changemaker***
Gracie, ***Youth Changemaker***
Jaden, ***Youth Changemaker***
Karen MacCannell, ***The McIntosh Group***
Mariana, ***Youth Changemaker***
Megan Aviles, ***Community Health Connection***
Nathalia, ***Youth Changemaker***
Nathalie, ***Youth Changemaker***
Obum Ukabam, ***Phoenix Rising Alternative School Foundation & OK Catalyst***
Omare Jimmerson, ***Tulsa Birth Equity Initiative, GKFF***
Paige Kennedy, ***The Forum For Youth Investment / Weikart Center***
Parisa Pilehvar, ***Teach For America Greater Tulsa***
Perla, ***Youth Changemaker***
Santos, ***Youth Changemaker***
Sebastian, ***Youth Changemaker***
Tamia, ***Youth Changemaker***

2022-23 FOUNDATION AND CORPORATE SPONSORS

CHARLES AND LYNN SCHUSTERMAN FAMILY PHILANTHROPIES

GEORGE KAISER FAMILY FOUNDATION
A supporting organization of Tulsa Community Foundation

QuikTrip

SANFORD & IRENE BURNSTEIN FOUNDATION

Flint Family Foundation

THE OPPORTUNITY PROJECT
Connecting Youth to the World of Opportunity

ED DARBY Foundation

Lori Frank from
Frank Family Foundation

THE SHARNA & IRVIN FRANK FOUNDATION

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THE ANNE & HENRY ZARROW FOUNDATION

ENSURING A VIBRANT JEWISH FUTURE
Jewish Federation
Tulsa

CORETZ FAMILY FOUNDATION
CFF

2022-23 INDIVIDUAL DONORS

Giving reflects the period between July 1, 2022 and December 31, 2022.

$200-999

Charlie Love
James Cash
Kulsum Siddiqui
Morgan Allen
Nola and Gregg Jarman
Rachel Estariz
Robin Ballenger

$100-199

Amber Masters
Amy Smith
Brian Doyle
Bridget McDonnell
Charles Bushyhead
Connor Clerkin
Darryl Bright
Deborah Gist
Ellen Ralph
Grady Rosser
Howard Odentz
Jamie Renfield-Miller
Jonathan Zabala
Kim Ellis
Laura Law
Libby Flanagan
Matthew Graham
Michael DuPont
Michelle Culver
Nelda Graham
Nicole Jarman
Paige Kennedy
Pam & Mac Rosser
Parisa Pilehvar
Peter Elliot
Yonatan Schmidt

$50-99

Alisa Dougless
Andrea Brush
Andrea Maduro
Angela Doyle
Avery Bennett
Ben Waldron-Feinstein
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Brae Riley
Caitlin Van Orden
Cindy and Steven Spector
Connor Jaramillo
Denise Reid
Dennis Neill
Grace Randolph
Heather Hope
Jacqueline Duhl
Janet Pieren
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Jill Conway
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Joshua Thomas
Judy Freedman
Kathryn Vaughn
Leland Chamlin
Matthew Levitt
Megan Kalany
Megan Mintz
Michael DuPont
Michael Ganz
Mitchell Binder
Nelda Graham
Noah Goldstein
Omare Jimmerson
Priscilla Mucklow
Sarah Park
Shannon Kelly
Tamara Stinnett

$1-49

Aaron Miller
Aaron Nessel
Abdulaziz Almahfoudh
Abigail Vensel
Adrienne Barger
Aimar Diaz
Alexander Klochenok
Alexandra Hurtado
Alham Carter
Alicia Slyter
Allison Hammer
Allison Nguyen
Amanda Duhig
Amelia Heiselman
Andrea Culberson
Andrew Cagle
Andrew Custage
Andrew Porter
Angela Doyle
Ann Morgan
Anna Speegle
Annemarie Hull
Arianna Derr
Austin Fleming
Barbara Lerner
Ben Dougherty
BerThaddaeus Bailey
Bianca Lowe
Bobby Lee
Braden Patton
Brandon LaBarge
Brandon Oldham
Brian Rawn
Bridget O'Shaughnessy
Brooke Randels
Calvin Anderson
Candice Chinsethagid
Carla O'Connor
Caroline Dunn

Charles Kargman
Christian Barrera
Christopher Davis
Cindy Gaete
Cody Lance
Colleen McInerney
Dallas Akins
Dalton Smith
Dara Rosenblatt
David Agyekum
David Altamirano
David Minier
De Andre Woods-Walker
Derek Frey
Diamond Marshall
Ed Sharrer
Edward Chiu
Elizabeth Hall
Elizabeth Roberts
Ellen Heiman
Emily Daroga
Emily McCollum
Emily Miller
Eric Spector
Erika Bailey
Evangeline Kho
Eytan Kaiser
Gentian Bardhoshi
Gregory Diskin
Guillermina Martinez
Hannah Katz
Harold Eason
Isabella Silberg
Jack Menkes
Jacob Ruden
Jake Landry
Jamie Pieroth
Jasmine Rikin
Jason Bleiweiss
Jason White
Jeanne Mueller
Jennifer Retzer
Jenny Taylor
Jess Stewart
Jessica Kinsey
Jill Winter
Jody Vivion
Jordan Rambach
Joshua Finkel
Joya Cleveland
Jules Westbrook
Julia Carter
Karim Doumar
Katie Burgess
Kirby Mackenzie
Larissa McNeil
Larry Schreier
Lauren Allingham
Lauren Philpot
Liana Tai
Lisa Shotts
Luis Quintana
Lydia Jeong
Maggie Hoey
Marco Herrera
Marissa King
Mary Jo Kimbro
Mercedes Millberry
Michael Lerner
Michael Lerner
Michael Mudd
Mike Thomas
Molly Jarvis
Monica Musgrave
Muhammad Ata
Nathan Spector
Nicolette Dennis
Nzau Mutisya
Obumneme Ukabam
Owen Hoepfner
Paige Harris
Prathamesh Patil
Rachael Stoeltje
Rachel Humphrey
Rachel Leister
Rachel Vamvakis
Rebecca Bacon
Rebecca Brown
Rebecca Eisenman
Rebekah Puleo
Reta Hallam
Rhonda Lindsey
Robert Goldberg
Robert Lee
Sage Alia Clemenco
Sandra Fitzgerald
Sandy DeLossa
Sara Martinez
Sarah Wilson
Shagah Zakerion
Shana Spector Deneen
Shelby Coppinger
Sherry Setters
Simon Lowen
Stephanie Marshall
Susan Buchanan
Suzanne Morgan
Thomas Walter
Trace Brown
Valentina Raman
Victoria Ellington
Vivek Kembaiyan
Vyacheslav Khrapak
Wendy Low
Wenjian Li
Whitney Cipolla
Will Payne
William Kopperl
William Parker
Zachary Nessel